High Sick Leave Consumption
Kentuckiana Works

LouieStat

KPI Owner: Cindy Read   **Process: Sick Leave Management**

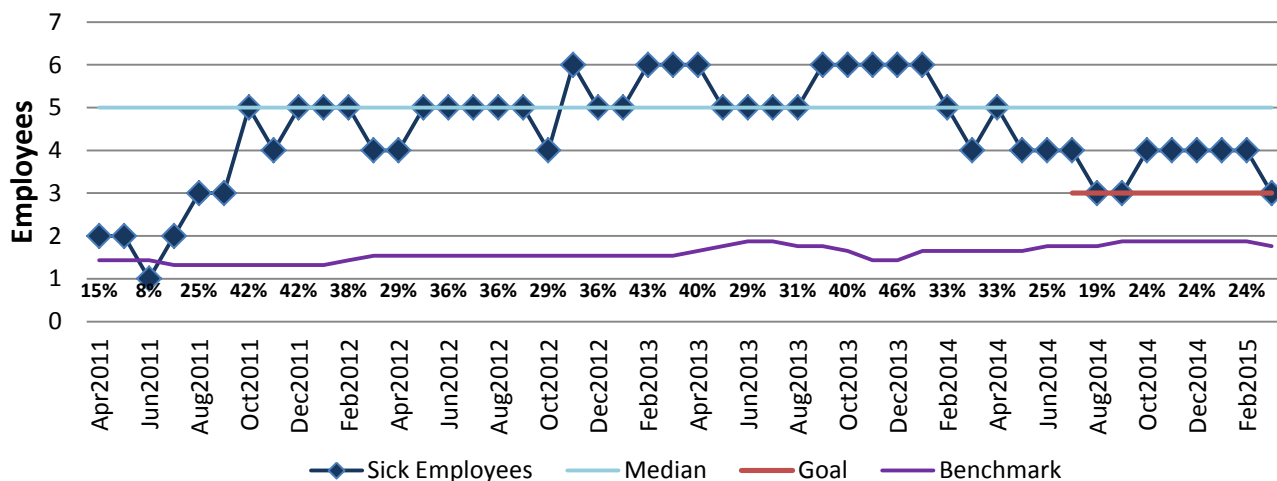| Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Calendar Year 2013 6 Avg. Employees **Goal:** Compared to a baseline of six employees, reduce the number of employees with high sick leave consumption to three in FY15 (July 2014-June 2015) **Benchmark:** 11%	**Data Source:** PeopleSoft **Goal Source:** KY Works Scope Summary **Benchmark Source:** OPI Benchmarking Report	**Plan-Do-Check-Act Step 3:** Determine and quantify root causes **Measurement Method:** The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period **Why Measure:** Promote a culture where sick time is used appropriately **Next Improvement Step:** Identify root causes of high sick leave consumption.

How Are We Doing?

Apr2014-Mar2015 12 Month Avg Goal	Apr2014-Mar2015 12 Month Average		Mar2015 Goal	Mar2015 Actual	
3	**4**	🟡	**3**	**3**	🟢
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

⬇ Good

Chart: High Sick Leave Consumption. Y-axis: Employees (0–7). Monthly data from Apr2011 to Feb2015. Series: Sick Employees, Median, Goal, Benchmark.

Percentages along bottom: 15% 8% 25% 42% 42% 38% 29% 36% 36% 29% 36% 43% 40% 29% 31% 40% 46% 33% 33% 25% 19% 24% 24% 24%

Root cause analysis is not necessary because there is no gap between the goal and current performance.

[1]A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract